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NOTIFICATIONS BY GOVERNMENT

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LABOUR, EMPLOYMENT, TRAINING AND FACTORIES DEPARTMENT
(LABOUR-I)

REVISION OF MINIMUM RATES OF WAGES IN THE EMPLOYMENT IN “**JUTE AND COIR INDUSTRY**” IN PART-I OF THE SCHEDULE TO THE MINIMUM WAGES ACT, 1948.

[GO.Rt.No.116, Labour, Employment, Training & Factories (Lab-I), 29th January, 2024.]

PRELIMINARY NOTIFICATION

The following revision of minimum rates of wages as specified in column (3) of the Schedule annexed to this notification, payable to the each category of employees, specified in the corresponding entry in column (2) thereof and employed in the employment in “**JUTE AND COIR INDUSTRY**” included in Part-I of the Schedule to the Minimum Wages Act, 1948 (Central Act XI of 1948), which is proposed to make in exercise of the powers conferred by sub-section (1) of section 3 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act XI of 1948), is hereby published for information of all the persons likely to be affected thereby as required under clause (b) of sub-section (1) of section 5 of the said Act.

2. Notice is hereby given that, any objections or suggestions, in respect of the wages as proposed in the Schedule, which may be received within a period of two months from the date of publication of this notification in the Telangana Gazette, will be considered by the Government of Telangana.

3. Objections or suggestions should be addressed to the Special Chief Secretary to Government, Labour, Employment, Training & Factories Department, Government of Telangana through the Director of Labour, Telangana, Hyderabad.

ANNEXURE
SCHEDULE

| Name of the Employment: JUTE AND COIR INDUSTRY | | | | | |
|--|---|--|-----|---|------|
| Sl. No. | Name of the Category | Basic Wage proposed in the draft notification at 1768 CPI points | | Cost of living allowance to be paid per each point of increase (in Rs.) | |
| (1) | (2) | (3) | | (4) | |
| | JUTE INDUSTRY | | | | |
| I | GENERAL CATEGORIES | | | | |
| 1 | Production Manager | 19926.00 | --- | 11.27 | |
| 2 | Commercial Manager/ Accounts Officer/ Manager | 19041.00 | --- | 10.77 | |
| 3 | Supervisor/Accountant | 15310.00 | --- | 8.66 | |
| 4 | Clerk/Cashier/Stores Assistant/ Steno-Typist/Computer Operator/Typist | 14430.00 | --- | 8.16 | |
| 5 | Darwans/ Head Security Guard | 13968.00 | --- | 7.90 | |
| 6 | Hawaldar/ Peon/Attender/ Office boy/ Security Guard/ Watchman/ Scavenger/ Sweeper/ Mali/ Waterman | 13444.00 | --- | 7.60 | |
| II | HIGHLY SKILLED* | | | | |
| 7 | Plant Incharge/ Engineer | 19041.00 | --- | 10.77 | |
| III | SKILLED CATEGORIES | | | | |
| 8 | Electrician/Fitter/Mechinist/ Turner/Mechanic/ Machine Operator/ Welder/ Carpenter | 15310.00 | --- | 8.66 | |
| IV | SEMI SKILLED | | | | |
| 9 | Batchmer/Twister/ Spinner/ Roller/ Bundler/ Packer | 536.00 | --- | 0.30 | |
| V | UNSKILLED CATEGORIES | | | | |
| 10 | Mazdoor/Badlies/Casual Labour/ Daily Labour in un-skilled jobs/ Loading or unloading operations (for each type of work) | 527.00 | --- | 0.30 | |
| VI | PIECE RATE WAGES | | | | |
| | SEMI SKILLED CATEGORIES | | | | |
| 11 | For weighing and baling of loose Jute | 536.00 | 93 | 0.30 | 0.05 |
| 12 | Baling of Loose Jute | 536.00 | 74 | 0.30 | 0.04 |
| 13 | For baling of sample bale | 536.00 | 61 | 0.30 | 0.03 |
| 14 | For human work | 536.00 | 17 | 0.30 | 0.01 |
| | UNSKILLED | | | 0.00 | |
| 15 | For loading and unloading of bales | 516.00 | 21 | 0.29 | 0.01 |
| 16 | For unloading of loose Jute | 516.00 | 11 | 0.29 | 0.01 |
| B | COIR INDUSTRY | | | | |
| I | OFFICE & GENERAL CATEGORIES | | | | |
| 1 | Supervisor/ Accountant | 15008.00 | --- | 8.49 | |
| 2 | Clerk/ Cashier/ Steno/ Typist | 14145.00 | --- | 8.00 | |
| 3 | Labour engaged in regular basis | 13178.00 | --- | 7.45 | |

| | | | | | |
|-----------|--|----------|---|------|-------|
| II | SKILLED CATGORIES | | | | |
| 4 | Machine Operators | 14466.00 | --- | 8.18 | |
| A | COIR (FIBRE) | | | | |
| | SEMI SKILLED | | Piece rate | | |
| 5 | Labour engaged in piece rate work | 516.00 | --- | 0.29 | |
| 6 | Coir mattresses (each) | 516.00 | 114 | 0.29 | 0.06 |
| 7 | Cocobromms (each) | 516.00 | 6 | 0.29 | 0.003 |
| 8 | Fibre mat (each) | 516.00 | 80 | 0.29 | 0.04 |
| 9 | Karnalic mat (each) | 516.00 | 80 | 0.29 | 0.04 |
| 10 | Coir Painting (per Kg) | 516.00 | 49 | 0.29 | 0.02 |
| 11 | Coir Mating (each) | 516.00 | 93 | 0.29 | 0.05 |
| 12 | Coir Rope (per Kg) | 516.00 | 89 | 0.29 | 0.05 |
| 13 | Packing | 516.00 | --- | 0.29 | |
| 14 | Loader/Unloader/General Labour | 516.00 | --- | 0.29 | |
| B | PALIIYARAH FIBRE | | | 0.00 | |
| | SEMI-SKILLED | | piece rate wages per 50 Kgs Rs Ps. | | |
| 15 | Superior Fibre/Inter Quality Fibre/ Market Superior | | 1069 | | 0.6 |
| 16 | Special Ordinary (West) | | 1065 | | 0.6 |
| 17 | Special Ordinary | | 989 | | 0.56 |
| 18 | West Ordinary/WAQ Quality/ Dry Ordinary | | 853 | | 0.48 |
| 19 | Tapper quality | | 551 | | 0.31 |
| 20 | White Maniyalam/ Colour Maniyalam | | 1378 | | 0.78 |
| 21 | Colour Maniyalam for Hairing | | 1507 | | 0.85 |
| 22 | Brown Maniyalam | | 1628 | | 0.92 |
| 23 | For drying tanne Fibre & Hearing/ Param Fibre Hairing and Knotting | | 680 | | 0.38 |
| 24 | Param Knoting | | 637 | | 0.36 |
| 25 | Sizing, Cleaning and knotting | | 540 | | 0.31 |
| 26 | Drying of tank fibre | | 421 | | 0.24 |
| 27 | For Beaping and knotting | | 443 | | 0.25 |
| 28 | For param (sizing)/ For Fibre Knotting | | 404 | | 0.23 |
| 29 | For knotting fibre patron | | 1372 | | 0.78 |
| 30 | Fibre sorting and cutting by Machines for Hand (per tonne) | | 1632 | | 0.92 |
| 31 | Tieing and Bundeing of Putukuvery/ 6" piece below cutting/ Fibre param (sizing and knotting) | | 243 | | 0.14 |
| 32 | For sorting per tonne | | 447 | | 0.25 |
| 33 | For single cutting and knotting and sizing and bundling | | 631 | | 0.36 |

COST OF LIVING ALLOWANCE

The minimum basic rates of wages fixed are linked to the Consumer Price Index Numbers for the industrial workers at **1768** points (Base Year 1982=100 series). The Director of Labour shall notify the Cost of Living Allowance for every six months i.e. 1st April and 1st October of the calendar year. For this purpose, the average rise in the State Industrial Workers Consumer Price Index numbers for half year ending December and June respectively shall be taken into account. The details of calculation of Cost of Living Allowance for any rise in cost of Price Index over and above **1768** points are specified at Col.No.4 against each category in the schedule.

NOTE:-

1. (a) Unskilled work is one which involves simple operations requiring little or no skill or experience on the job.
- (b) Semi Skilled work is one which involves some degree of skilled acquired through experience on the job and which is capable of being performed under supervision or guidance of a skilled employee and includes unskilled supervisory work.
- (c) Highly Skilled is one which involves skill or competence of extraordinary degree and supervisory abilities.
2. If any categories employee is actually in receipt of higher rate of wages than though specified above shall continue to be paid such higher wages.
3. If any categories employed in this employment are left out they should not be paid less than the minimum rates of wages fixed in the category of workers, being the same and similar category of work in this employment.
4. To arrive at a daily wage, the monthly rate shall be divided by 26, which includes the rest day wages.
5. Where the nature of work is the same, no discrimination on payment of minimum rates of wages should be made in respect of male and female workers.
6. Where piece rate workers are employed, the remuneration paid to each of them for a normal working day shall not be less than the minimum wage fixed for a general worker being similar work, calculated on the basis of 8 hours a day.
7. For a work beyond normal working hours the employees shall be paid at the double the ordinary rates of wages.
8. A minimum rate of Rs. 25.00 in addition to the wages may be paid for all categories of workers who are working in the night shift.
9. For categories in the employment of Security Services, Safai Karmacharies and the categories of Driver / Cleaner in the employment in Public Motor Transport, the minimum wages fixed/revised in the respective employments shall be applicable.

I. RANI KUMUDINI,
Special Chief Secretary to Government.

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